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without being taken to court? I mean let's say two years down the line.

SPEAKER WITHEM: Senator Hilgert.

SENATOR HILGERT: Yes.

SENATOR SCHIMEK: Could you be more...

SENATOR HILGERT: Okay. You know, again, two years down the line, at that point, they have already been rehired. I don't see the relevance of this bill in particular.

SENATOR SCHIMEK: Okay.

SENATOR HILGERT: Employment has been provided, period. It's over.

SENATOR SCHIMEK: Okay, then what, what under this bill would prevent an employer from hiring somebody back with the full knowledge that they are going to fire them later anyway, just to comply with the standards of this bill?

SENATOR HILGERT: Another exception written into the bill, Senator Schimek, there is nothing to prevent such an employer from doing that.

SENATOR SCHIMEK: Then what purpose is the bill?

SENATOR HILGERT: Well, we could remove "without reasonable cause" and provide a time limitation in there, and then we would be going into the direction that some of the critiques have talked about regarding the establishment of a tenured employee. That was not my intent. My intent was to get the employee back to work, and if they intend to fire them later on, yes, that can happen. It's...

SPEAKER WITHEM: Senator Schimek, your time is up.

SENATOR SCHIMEK: Thank you.

SPEAKER WITHEM: Senator Tyson.